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Lesson 2: Instructor Notes

COACHING TRAINNING

**FIRST HOUR:**

**WHY CLIENTS SEEK COACHING – 15 MINUTES**

**What is mental wellness? – 5 Min:**

Facilitator: Elicit from the group a list of descriptors for Mental / Physical Illness, and then move to descriptors of Mental / Physical Wellness. How would you define these? How do you know when you are seeing one or the other? How would you address each?

For example: Physical Illness may be described as: Having a disease, virus, infection, or disorder – being frail or weak, etc. Addressing physical illness may require such interventions as: medication, physical therapy, surgery, etc.

Physical wellness may be described as: Being strong, vibrant, healthy, disease-free, etc. Rather than addressing physical wellness, we might say that we cultivate it – through regular exercise, a healthy diet, appropriate sleep, etc.

*"I know what is good when I see it." The phrase was used in 1964 by*[*United States Supreme Court*](https://en.wikipedia.org/wiki/United_States_Supreme_Court)*Justice*[*Potter Stewart*](https://en.wikipedia.org/wiki/Potter_Stewart)*to describe his threshold test for*[*obscenity*](https://en.wikipedia.org/wiki/Obscenity)*in*[*Jacobellis v. Ohio*](https://en.wikipedia.org/wiki/Jacobellis_v._Ohio)*.*[*[1]*](https://en.wikipedia.org/wiki/I_know_it_when_I_see_it#cite_note-1)[*[2]*](https://en.wikipedia.org/wiki/I_know_it_when_I_see_it#cite_note-2)*In explaining why the material at issue in the case was not*[*obscene*](https://en.wikipedia.org/wiki/Obscenity)*under the*[*Roth test*](https://en.wikipedia.org/wiki/Roth_test)*, and therefore was*[*protected speech*](https://en.wikipedia.org/wiki/Freedom_of_speech)*that could not be censored, Stewart wrote:*

*I shall not today attempt further to define the kinds of material I understand to be embraced within that shorthand description ["hard-core pornography"], and perhaps I could never succeed in intelligibly doing so. But I know it when I see it, and*[*the motion picture involved in this case*](https://en.wikipedia.org/wiki/The_Lovers_(1958_film))*is not that.*[*[3]*](https://en.wikipedia.org/wiki/I_know_it_when_I_see_it#cite_note-3)

*The expression became one of the best-known phrases in the history of the Supreme Court.*[*[4]*](https://en.wikipedia.org/wiki/I_know_it_when_I_see_it#cite_note-4)*Though "I know it when I see it" is widely cited as Stewart's test for "obscenity", he did not use the word "obscenity" himself in his short concurrence, but stated that he knew what fitted the "shorthand description" of "hard-core pornography" when he saw it.*[*[5]*](https://en.wikipedia.org/wiki/I_know_it_when_I_see_it#cite_note-5)

**The instinct towards growth; self-actualization/development of our potential; Conscious – Human Brain - \*\*:**

We have a natural drive towards growth, improvement, self-actualization, realization of our potential, success, status, and power. We desire change and adventure, although these require risk taking and risk the experiencing of failure. We instinctively know when something fits us or does not. We instinctively know what we need to survive. We want what we need. We want what fits. WE instinctively know when something does not work for us, will make us ill, and we don’t want those things. These are our natural settings.

We are constantly scanning ourselves, our bodies (inside and out), our environments – and judging what we need, want don’t need or want to avoid. Over time, we are taught what to value – often by reinforcement or punishment, often by example/observation. We can, if the training is impactful enough, begin to depart from our natural settings in favor of what we are learning. When this happens, we can choose to deny our intuitive knowing in favor of programming. We can ignore our intuitive knowing for so long, in fact, that we stop being able to “hear “ our own inner voices. Returning to our natural settings takes time, patience, deprogramming, stillness and silence – to begin hearing again.

**Why we want to change; why we seek help/coaching – 5 Min:**

People want to change when they find that their behaviors are not in line with their values (cognitive dissonance). People want to change when they realize that they have as yet unmet needs (and time is running out). People want to change in response to the self-regulation instinct (the natural tendency to seek balance and fix what is out of place/balance). People want to change when a situation is hurting them or someone/something they value. People want to be different: get there faster, know they want something new but not what, or know what they want, but not how to get it.

**The instinct towards safety/stability/routine; Unconscious / Animal Brain – 5 Min:**

We possess an animal brain underneath the human brain. It’s older. It’s bigger. It runs its programs unconsciously. It handles our survival and protection. This brain scans our bodies, environments, experiences, connections, for information that will allow us to remain safe, alive. To keep our families or resources safe or alive. This brain seeks routine, predictability, safety, control, belonging, and status. It wants assurances, does not gamble. It demands of us that we do what is necessary to survive and rewards us for compliance. It punishes us for lack of compliance. Our brains did not evolve to make us happy. They evolved to keep us alive.

**RELATIONSHIP BUILDING: TRUST AND RAPPORT – 15 MINUTES**

**How do you engage a prospective client? (Small talk, genuineness, empathy, and respect) Developing Rapport – 10 Min:**

Can we walk together? Establish trust, small talk, catching up, reviewing last conversation.

**How do you establish trust? – 5 Min:**

**PREPARING FOR THE FIRST SESSION: INTAKE PROCESS – 20 MINUTES**

**Preparing for the first session. Intake process – 5 Min**

**First session: Information gathering; Introducing Coaching Process; History Form – 10 Min**

**Taking Notes (H/O) – 5 Min:**

**Break - 5 Min:**

**SECOND HOUR:**

**BASIC/FOUNDATIONAL COUNSELING SKILLS – 45 MINUTES**

**Active Listening, Reflections, Reframes, Summaries, Questions (Open and Closed) – 30 Min**

**Genuineness, Empathy, and Respect – 15 Min:**

**DECISION TO WORK TOGETHER – 10 Min:**

**Setting Expectations; Introducing the coaching process; Decision to proceed – 10 Min:**

**Questions / Feedback / Practice for next week**